

## FACT SHEET – Employing Research Employees

Grant-funded research employees (Research Assistant and Research Support) have now been transitioned to employees of SFU, rather than of individual grant holders. Research grant employees continue to report directly to the grant holder (Supervisor), and Supervisors continue to be responsible for maintaining employment standards.

Comprehensive information can be found on the HR Research People Team (RPT) [website](#), and the [BC Employment Standards Guide](#).

### Eligibility

New appointment, re-appointment or extension of grant-funded individuals all Funds.

Graduate students receiving funding for work contributing to their graduate degrees receive Scholarship Income, not Employment Income and are therefore not grant employees and will not be transitioned to University employment.

### Categorization

Research employees will need to be categorized in either the 'Research Assistant' employment category, or the 'Research Support' employment category. Please review [Guideline for Determining Research vs Research Support](#) posted to the [RPT website](#) to determine the difference. Please reach out to the RP Team (rpinfo@sfu.ca) if you require assistance.

### Appointment or ~~Re~~Appointment Contracts

Supervisors and prospective employees will agree on terms of employment, but Supervisors will not issue any document for the employee's signature – RPT will issue formal offers of employment outlining the terms and conditions of employment, as provided by the Supervisor.

### Rate of Pay & Benefits

Employees must be paid BC's minimum wage (currently \$15.65/hour). Any rate of pay above minimum wage is at the discretion of the Supervisor. Note that some funding agencies may have restrictions or require (n)-4.1 (\$6.5 0j25.1 (ye-8.8 (e 50%, ~~RR~~ARA

